

# KMF GROUP

## 2021 Gender Pay Gap Report & Supporting Statement

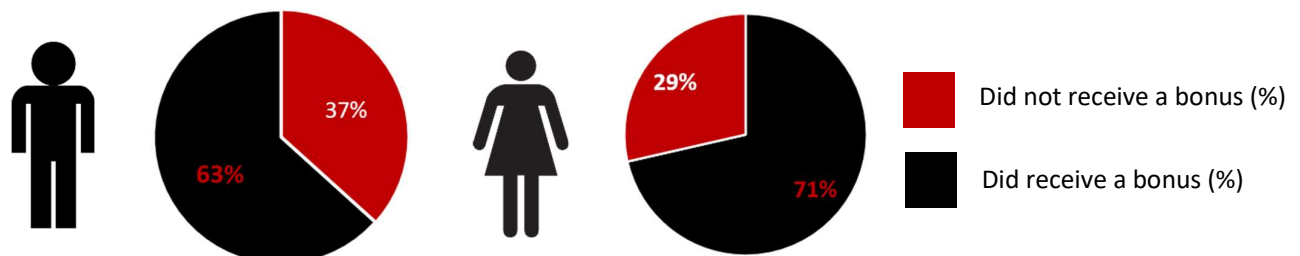
We are passionate about fairness, inclusion and equal opportunities and are committed to reducing our gender pay gap.

### Pay & Bonus Gap

#### *Difference between men and women*

	Mean	Median
Hourly Fixed Pay	-4.9%	5.0%
Bonus Paid	9.7%	0%

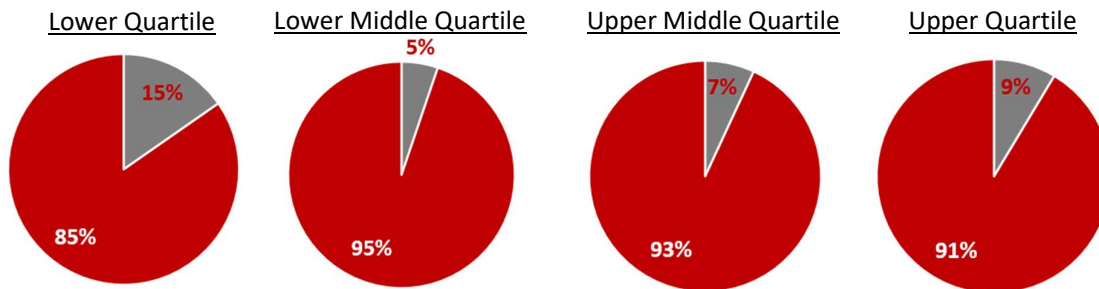
The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e. 5<sup>th</sup> April 2021). It also captures the mean and median difference between bonuses paid to men and women at KMF Precision Sheet Metal in the financial year up to 2021.



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### Pay & Bonus Gap



The above image illustrates the gender distribution at KMF Precision Sheet Metal across four equally sized quartiles, each containing approximately 99 employees. **We are confident that men and women are paid equally for doing equivalent jobs across the business.**

KMF are continually committed to moving towards a complete gender balance across the KMF Group and are confident our gender pay gap will reduce over the forthcoming years.

I confirm that data in this report is accurate at the time of publishing.

**Gareth Higgins MBE**  
Group Managing Director